

Fractional CPO Proposal for Non-Profit Organizations



As a trusted Chief People Officer and a recognized thought leader, I propose a partnership that promises not just transformative HR solutions but a blueprint for organizational success. My comprehensive experience, underscored by a proven track record in HR strategy and transformation, positions me uniquely to elevate non-profit organizations in their human resource capabilities, compliance, legal contracts, strategy & processes, DEI, recruitment, total rewards, leadership development, executive team building, communication, employment brand and so much more.

My strategies leverage data-driven insights tailoring programs specifically to the objectives and the workforces' needs, thereby enhancing employee engagement, productivity, and sustainable business growth with people who care about the organization, because they know the company cares about them. The additional focus on legal, risk, and PR management ensures a balanced approach, safeguarding the organization against potential challenges while maintaining a strong public image and enviable, people-centric, private practices. This is culture.

The proposal outlines three distinct packages - **Generalist**, **Leader**, and **Executive** - each designed to cater to different stages of organizational growth and HR maturity. These packages offer flexibility, strategic depth, and an array of services from foundational HR functions to advanced HR strategy development, ensuring you have the support you need at every step.

Choosing me as your Fractional CPO extends beyond typical HR functions. It represents a partnership that brings global & recognized leadership expertise, innovative DEI practices, modern people strategies, legal compliance and advanced analytics, all packaged in a leader that challenges convention and leads the conversation about the future of work. My experience on NASA's DEI Board and features in leading publications like The Wall Street Journal add a layer of credibility and depth to this proposition.

With my expertise and your vision, together we can embark on a journey of transformative success, setting new benchmarks and fostering a workplace that's not just efficient but vibrant and forward-looking.

I look forward to the opportunity to further discuss your needs and help solve them, alongside you.

My Best,

Tara Furiani
Not the HR Lady

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HR Services, Data Driven Insights and Business Impact

Holistic People Strategy

My Approach: Embracing a holistic people strategy involves integrating comprehensive HR practices that support and drive the core business objectives. My strategy prioritizes the development and engagement of employees, aligns HR initiatives with business goals, and fosters a culture of growth and innovation.

Impact for Your Org: By aligning HR your organization can cultivate a workforce that is not only skilled and efficient but also deeply committed to the company's mission and values. This approach supports the development of your employees and contributes to the competitiveness of your organization as an employer brand. Of course, increased revenues are a given.

Legal, Risk & PR Management

My Approach: In the modern, socially connected landscape, the approach to legal, risk, and PR management is to create a synergy between these crucial areas. This involves ensuring compliance while proactively managing risks and maintaining a strong, positive image.

Impact for Your Org: A cohesive approach to legal, risk, and PR management can safeguard your organization against potential challenges, mitigate risks effectively, and maintain a robust public image. This integration helps in navigating crises, reduces the likelihood of reputational damage, and ensures a consistent message across all fronts.

Compensation & Total Rewards Design

My Approach: Designing compensation and total rewards that are equitable, competitive, and aligned with your business goals is non-negotiable in today's market. A comprehensive analysis of market trends, internal equity, and individual performance, ensuring that the compensation structure motivates and retains top talent while supporting your organizational objectives, is key.

Impact for Your Org: A well-crafted compensation and rewards program boosts employee satisfaction and loyalty, enhances your employer brand, and provides a competitive edge in attracting and retaining top talent. It also aligns employee incentives with company performance, driving business success and rewarding who drove those wins.

Culture & DEI

My Approach: Cultivating a workplace culture that embraces diversity, equity, and inclusion as core values, is a must. Plain and simple. This involves creating policies and practices that foster an inclusive environment, promoting diversity in leadership, and ensuring equitable opportunities for all employees. I go beyond the usual box-checking.

Impact for Your Org: A strong focus on DEI enhances team creativity, innovation, and problem-solving. It leads to higher employee engagement, better decision-making, and a more positive company reputation, ultimately contributing to greater organizational success and resilience in a diverse global market.

Budgeting, Data & ROI

My Approach: Implementing data-driven budgeting strategies that maximize return on investment. This involves leveraging analytics to make informed financial decisions, aligning resource allocation with strategic priorities, and continuously monitoring financial performance to adjust strategies as needed.

Impact for Your Org: By focusing on ROI related to talent, your organization can optimize spending, increase efficiency, and achieve better financial outcomes, ensuring long-term viability and success.

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Predictive and Behavioral Analytics

My Approach: Utilizing behavioral analytics to gain deep insights into employee behavior, motivations, and performance. This involves collecting and analyzing data on interactions, work patterns, and engagement to inform decisions.

Impact for Your Org: Leveraging behavioral analytics can enhance talent management, improve workforce productivity, and personalize employee experiences. It helps in identifying areas for improvement, predicting trends, and making evidence-based decisions that contribute to employee well-being.

Leadership Cohesion and Communication

My Approach: Strengthening leadership cohesion and communication to ensure a unified approach to business challenges. This involves developing strategies that promote transparency, collaboration, and alignment.

Impact for Your Org: Improved leadership communication and cohesion lead to more effective decision-making, a stronger organizational culture, and a clear strategic & unified direction. It also enhances team morale and productivity, resulting in better business performance and a more aligned executive team.

Employment & Executive Branding

My Approach: Focusing on building a positive employer and executive brand that resonates with our core audience both client and employee. Executive branding includes positioning your leadership as thought leaders and industry influencers.

Impact for Your Org: Effective employment and executive branding enhances your company's reputation, making it more attractive to top talent. It builds trust and credibility in the market, leading to increased engagement from both employees and customers, and potentially opening new avenues for business growth and opportunities.

Recruitment Strategy

My Approach: Developing a strategic recruitment plan that aligns with your organizational goals and workforce needs. This involves leveraging data-driven insights to identify our best opportunities and the right approach.

Impact for Your Org: A well-executed recruitment strategy ensures that you attract and retain the right talent, which is critical for business success. It reduces time-to-hire and cost-per-hire, improves the quality of hires, and enhances your company's competitive edge in the talent market. All of which directly ties to profitability and scalability.

Professional Development

My Approach: Implementing a comprehensive professional development program that empowers employees to grow their skills and careers. This includes offering a variety of training and development opportunities, mentoring programs, and career advancement paths that are tailored to individual needs and aspirations. SAIL is my methodology with a book forthcoming... focusing on self-care, accountability, influence and learning as a leadership growth mindset.

Impact for Your Org: Investing in professional development leads to a more skilled and adaptable workforce, drives employee engagement and retention, and fosters a culture of continuous learning and improvement. It also prepares your organization for future challenges by ensuring your team has the necessary skills and knowledge to succeed, grow and champion the business.

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Team Building

My Approach: Creating and nurturing a team-building culture that fosters collaboration, trust, and mutual respect among team members. This involves organizing team-building activities, encouraging open communication, and facilitating opportunities for team members to connect and engage with each other in meaningful ways.

Impact for Your Org: Strong team-building initiatives lead to better team cohesion, improved communication, and increased productivity. It helps in resolving conflicts efficiently, promoting a positive work environment, and enhancing overall team performance. Teams that work well together are more innovative and better equipped to meet organizational goals.

Performance Coaching

My Approach: Providing personalized performance coaching to leadership team members to help them identify their strengths and areas for improvement. This involves setting clear performance goals, offering regular feedback, and supporting employees in developing strategies to enhance their performance, through a workplace and behavioral assessment lens.

Impact for Your Org: Effective performance coaching improves employee performance, drives motivation, and aligns individual contributions with organizational goals. It also plays a significant role in employee development, leading to higher job satisfaction and reduced turnover. A culture of continuous feedback and coaching helps in creating a high-performing and resilient workforce.

Transparent Pricing

This proposal integrates a wide array of services, offering an extensive range of HR expertise, including legal insights, at an unparalleled value vs. a full-time, experienced, top-tier CPO with legal expertise. We're tailored for non-profit organizations committed to a robust and holistic people strategy, led by an innovator in the world of work.

The Generalist Package - \$175

\$5,250/mo (30 hours)

Designed for businesses needing expert HR guidance to lay a strong foundation or modernize their existing one. It's an ideal starting point for companies ready to elevate and modernize their 'People' function and prepare for future success.

The Leader Package - \$170/hr

\$6,800/mo (40 hours)

Ideal for businesses seeking to not just establish but also deeply enrich their HR functions, all of the "Generalist" is also included/considered. It's suited for organizations poised for growth or undergoing major transformations, requiring a more comprehensive and strategic HR approach.

The Executive Package - \$165/hr

\$8,250/mo (50 hours)

Designed for organizations seeking the utmost in HR excellence and innovation. It's a strategic partnership that transforms HR into a key driver of business success, leveraging the latest in legal compliance, leadership development, branding, communication DEI, AI, tech and analytics. This is perfect for forward-thinking companies aiming to build a resilient, inclusive, and high-performing workplace.

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The Generalist Package

\$5,250/mo (30 hours)

- Conduct a comprehensive HR audit to identify strengths and areas for improvement.
- Create a strategic roadmap for HR initiatives, aligning them with the short and long-term objectives of the business.
- Craft a compelling employment brand narrative that resonates with current and potential employees.
- Utilize innovative branding techniques to position your company as an employer of choice.
- Implement branding strategies that enhance your visibility and attractiveness in the talent market.
- Provide guidance on essential employment laws and regulations to ensure your HR practices are compliant.
- Review and update HR policies to mitigate legal risks.
- Offer insights into best practices for maintaining a legally sound workplace, considering federal and state-level requirements, along with international labor laws (if needed).
- Analyze and enhance your current processes to improve efficiency, DEI and quality.
- Implement modern recruitment strategies, including social media outreach and digital tools.

The Generalist Package Advantage

- ☑ **Cost-Efficiency** - A highly economical choice for businesses seeking expert HR guidance without the commitment of a full-time executive salary.
- ☑ **Flexibility and Focus** - Perfect for organizations looking to strengthen their HR foundations without overwhelming their existing structures.
- ☑ **Expert Guidance** - Access to a seasoned HR professional with a broad range of skills, from strategic planning to legal compliance.
- ☑ **Quick Implementation** - Rapid deployment of essential HR functions, setting the stage for more advanced initiatives in the future.
- ☑ **Solid Foundation** - Establishes a robust base upon which more complex HR strategies can be built as your company grows.

The Generalist Package Deliverables (6 month commitment)

- **HR Audit Report** - A comprehensive document assessing current HR practices, identifying strengths, and areas for improvement.
- **Strategic HR Roadmap** - A detailed plan aligning HR initiatives with 's short and long-term business objectives.
- **Employment Brand Narrative** - A crafted narrative and strategy document to enhance 's position as an employer of choice.
- **Legal Compliance Guidelines** - A set of recommendations ensuring adherence to employment laws and regulations.
- **Updated HR Policies** - A document detailing revised HR policies to mitigate legal risks and align with best practices.
- **Efficiency Improvement Plan** - A strategy to enhance current HR processes focusing on efficiency, DEI, and quality.
- **Modern Recruitment Strategy Outline** - A plan detailing innovative recruitment techniques including digital tools and social media outreach.

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The Leader Package

\$6,800/mo (50 hours)

- Develop detailed HR strategies that encompass all aspects of human resources management, including workforce planning, employee engagement, and succession planning.
- Introduce advanced HR initiatives like compensation benchmarking, wellness programs, and employee recognition systems.
- Implement strategic HR metrics and KPIs to measure success and drive continuous improvement.
- Provide in-depth legal analysis and support for complex employment issues.
- Assist in negotiating and drafting sophisticated employment agreements and contractor contracts.
- Elevate your employment branding to a higher level with targeted campaigns and storytelling.
- Utilize cutting-edge digital platforms and social media to maximize your reach and impact.
- Implement comprehensive talent management strategies including talent acquisition, development, and retention plans in alignment with the organizational goals.
- Develop bespoke leadership development programs and succession plans to cultivate internal talent.
- Enhance performance management systems and HR Tech to drive higher employee performance and satisfaction.

The Leader Package Advantage

- ☑ **Strategic Depth** - Offers a more thorough and strategic approach to HR management, addressing both current needs and future growth.
- ☑ **Legal Expertise** - Provides deeper legal insights and support, essential for navigating complex employment scenarios.
- ☑ **Branding Excellence** - Takes employment branding to the next level, establishing your company as a leader in your industry.
- ☑ **Talent Focus** - Places a strong emphasis on managing and developing talent, ensuring your team is capable, motivated, and aligned with your business goals.

The Leader Package Deliverables (12 month commitment)

Includes all Generalist Package Deliverables, plus:

- **Comprehensive HR Strategy** - A detailed plan encompassing all aspects of HR management tailored for your organization.
- **Advanced HR Initiatives Plan** - A strategy for implementing compensation benchmarking, wellness programs, and recognition systems.
- **HR Metrics and KPIs Report** - A document outlining strategic HR metrics and KPIs for continuous improvement.
- **Complex Employment Legal Support Framework** - A guide for handling sophisticated employment issues.
- **Enhanced Employment Branding Campaign Plan** - Advanced strategies for employer branding and storytelling.
- **Comprehensive Talent Management Strategy** - A detailed plan including talent acquisition, development, and retention aligned with organizational goals.
- **Leadership Development Program Framework** - A plan for bespoke leadership development programs and succession planning.

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The Executive Package

\$8,200/mo (70 hours)

- Develop and execute a long-term, HR strategy.
- Address complex organizational challenges such as change management, international expansion, and mergers and acquisitions.
- Navigate legal challenges and ensure full compliance with evolving laws and regulations.
- Offer strategic counsel on international labor laws for businesses with a global workforce.
- Provide advanced risk management strategies to mitigate legal and operational risks.
- Craft and promote a compelling employer brand that resonates.
- Position the team as industry thought leaders through strategic PR and media engagements.
- Develop and implement executive communication strategies that enhance leadership presence and influence.
- Implement robust DEI programs that drive tangible results and foster an inclusive culture.
- Provide training and workshops to promote awareness and inclusivity at all organizational levels.
- Develop metrics and analytics to track the impact and effectiveness of DEI initiatives.
- Utilize predictive analytics to inform strategic HR decisions and forecast future workforce trends.
- Implement data-driven approaches for talent acquisition, retention, and workforce planning.

The Executive Package Advantage

- ☑ **Strategic Leadership** - Offers the highest level of strategic HR leadership, ideal for large-scale, dynamic organizations.
- ☑ **Global Compliance Expertise** - Provides comprehensive legal guidance tailored to businesses with complex, multinational operations.
- ☑ **Brand and Influence Development** - Elevates the company's and leadership's profile, enhancing reputation and influence in the industry.
- ☑ **Innovative DEI Practices** - Implements cutting-edge DEI strategies that not only comply with best practices but also lead the way in corporate inclusivity.
- ☑ **Data-Driven Decision Making** - Employs advanced analytics to keep your HR strategies proactive, effective, and aligned with business objectives.

The Executive Package Deliverables (24 month commitment)

Includes all Generalist & Leader Package Deliverables, plus:

- **Long-term Holistic HR Strategy Plan** - An in-depth strategy document for overarching HR initiatives integrated with 's business plan.
- **Advanced Organizational Design** - A comprehensive approach to organizational restructuring and design.
- **Global Legal Compliance and Risk Management Strategy** - A detailed plan for navigating complex legal challenges internationally.
- **Executive Brand Development Plan** - Strategies to enhance leadership presence through PR and media engagements.
- **DEI Program Implementation and Metrics** - A comprehensive DEI strategy with metrics to track impact and effectiveness.
- **Predictive Analytics** - A plan for using predictive analytics in talent acquisition, retention, and workforce planning.
- **Employee Engagement and Productivity Optimization Plan** - Strategies leveraging analytics for optimizing engagement and productivity.
- **Leadership Communication and Cohesion Strategy** - A plan to enhance leadership communication, fostering a unified strategic direction.

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Excellence Always Included

Regardless of the selected package, you're assured unwavering excellence backed by my rich experience as a former Chief People Officer and current member of NASA's DEI Board. This expertise, coupled with insights from features in The Wall Street Journal and other leading publications, ensures every aspect of your HR strategy, from legal compliance to DEI initiatives, is informed by a blend of cutting-edge thinking and real-world experience. My approach integrates strategic leadership, legal acumen, and transformative workplace culture. Expect a dynamic partnership, focused on actionable results, tailored to drive your business forward in today's fast-paced, ever-evolving corporate landscape.

The Ultimate Value Proposition

I offer a cost-effective solution to having an in-house, top-tier CPO and legal advisor rolled into one, with the added bonus of an engaging and enjoyable collaboration with a recognized modern workplace thought leader and team.

Additional Information and Strategic Value

A Strategic Advantage

My unique blend of expertise and experience, along with my network and influence adds substantial value, exceeding your expectations and enhancing your organization through its people.

A Proven Track Record in HR Strategy and Transformation

- ***Guiding Strategic Shifts***
 - With years of experience as a Chief People Officer, I've successfully steered companies through significant transitions. My approach intertwines HR strategy with business goals, ensuring that the organizational shifts are smooth, effective, and sustainable.
- ***Global Workforce Expertise***
 - My background in managing diverse, international teams provides the strategic edge needed for effective global workforce planning and optimization.

Deep Legal Acumen and Comprehensive Benefits Insight

- ***Legal Expertise for Compliance and Risk Mitigation***
 - My legal background, combined with practical HR experience, enables me to offer invaluable insights into employment law compliance, both domestically and internationally.
- ***Innovative Compensation and Benefits Solutions***
 - I specialize in creating compensation structures that are not only competitive but also aligned with business objectives and workforce dynamics, enhancing your appeal in the talent market.

Talent Acquisition and Development with a Strategic Edge

- ***Strategic Recruitment, Training and Retention Plans***
 - I bring innovative talent management strategies that go beyond traditional recruitment, focusing on long-term talent cultivation and retention, crucial for 's growth.
- ***Tailored Training and Development Programs***
 - Leveraging my extensive experience in employee development, I design programs that not only enhance skills but also foster career progression, aligning with the evolving needs of .

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Enhanced Performance Management and Policy Creation

- **Performance Management Aligned with Business Goals**
 - My approach to performance management is strategic and result-oriented, ensuring processes align with and drive 's business objectives.
- **Dynamic HR Policy Formulation**
 - I craft HR policies that are adaptive and responsive, supporting 's team and organizational goals effectively.

Navigating the Complexities of a Diverse Workforce

- **Inclusive and Culturally Sensitive HR Practices**
 - I bring a depth of understanding in managing multicultural teams, ensuring 's HR practices celebrate diversity and foster an inclusive work environment.

Additional Strategic Value I Offer

- **Strategic Partnerships and Network Access**
 - My established network in the HR and business communities opens doors to strategic partnerships, collaborations, and talent pool.
- **Enhanced Employer Branding and Executive Visibility**
 - With a history of features in leading publications and public speaking, I can significantly elevate 's employer brand and executive team's visibility, aiding in talent attraction and business growth.
- **Commitment to a Positive and Productive Work Environment**
 - I believe in and practice creating a work environment that is not only professionally rewarding but also engaging and enjoyable, reflecting positively on every aspect of the business.

References & Recommendations

"Tara is THE ultimate Chief People Officer and HR professional. I had the privilege of recently partnering with her on an Interim CPO opportunity and learned so much as a Recruiter. Tara is an inspiration to me as a young female professional; she truly cares about her clients and always has an optimistic mentality. She goes above and beyond in everything she takes on and has made such a positive impact on our business. Tara is a role model and true team player. I hope to partner with her again on many more opportunities!" - **Kayla Friedman, Energy Resourcing Group**

"Tara is the epitome of what a People and Culture leader can and should be in the current business environment. She is a fearless advocate for the financial/business gains to be found by treating human beings fairly. Tara's humor and high EQ make her direct messaging palatable for any executive and encourage those who would disagree to not only listen but to really hear her. As a panelist she is gracious and engaging. As a thought leader she is empowering and inspirational. It is my great privilege to have worked with her in any capacity." - **Michele Olivier, Rainbow Unicorn Games**

"Tara is the embodiment of inspiration. You cannot walk away from one of her speeches or appearances without feeling energized and reflective. Anyone can quote statistics or utilize emotional topics to get an audience that already agrees with them to agree more or publicly. Tara changes minds and expands hearts. I've seen it happen." - **Katherine McCord, Titan ATS**

"Tara is more than amazing and if you had the chance to work with her, you will remember her special powers that elevate you not only as an employee, but as a person too! I get to witness her ability to listen

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and help you take something, break it down, identify opportunities to make changes and improvements. She has a strong and strategic approach that can quickly turn into solutions of how we will get there. Being the type that would give you her shirt off her back, she truly cares for people and demonstrates this naturally, everyday. She is smart, quick witted, friendly, strong leadership, innovative, strong execution, and very passionate. Tara is someone I would recommend to any company looking to take their organization to the next level.” - **Blain Stark, Ultra Clean Technology**

“I had the pleasure of working with Tara to transform our company culture and improve critical KPIs in our largest expense line - people. Tara has a rare ability to quickly identify the improvement levers and act upon them. She is creative and effective. She balances a graceful friendly approach with a firm hand to drive change in an organization. In short order, she was able to put a talent strategy together for a 4,500 people organization. She built a team and put the program in place to dramatically improve our talent recruitment process, cost, satisfaction and retention. Tara is smart, witty, diplomatic, strategic, intuitive, effective and a pleasure to work with.” - **Nabil Kabrani, neofile**

“Tara has strong relational skills and starts conversations with an effort to understand an individual before addressing issues or behavior changes. Her efforts to understand people at an individual level validate them and make them feel seen and heard which, in turn, makes them much more amenable and open to input and learning. She is direct and clear and her communication style is refreshing and bold, but can surprise people who are used to hearing nothing but corporate-speak. Tara’s candor is one of her gifts and is one of the reasons people feel they can be open in their interactions with her. I think Tara’s greatest accomplishment was having the vision and boldness required to start a podcast and address, in a really forthright manner, the real issues confronting people management. Her candor and calculated risk-taking is refreshing, necessary, and unique.” - **John Cochrane, HumanGood**

“Tara is by far one of the most driven and intelligent business professionals I have worked with. Her ability to quickly decipher client needs, execute, and deliver above and beyond expectations consistently is a rare find. Tara translates results masterfully whilst maintaining an engaging vibrance and positive attitude. She is a sincere pleasure to work with and someone I highly recommend.” - **Amy Devers, Jupiter One**

Next Steps in Our Partnership

Initial Consultation: Let’s schedule a meeting to discuss your organization’s specific needs, challenges, and aspirations.

Package Selection & Retainer: Based on our discussion, we’ll identify which of the three packages – Generalist, Leader, or Executive – aligns best with your current and future ‘People’ requirements. We require a one month retainer and the first month, we bill at the beginning of the month for subsequent months and the retainer is used for the final month of service, post 30-day notice.

Strategic Planning: Post selection, we’ll dive into strategic planning, aligning HR initiatives with your business goals for maximum impact with the time we have.

Implementation and Continuous Support: As your Fractional CPO, I will be hands-on in implementing the agreed strategies and providing ongoing support and insights.

This is an exclusive opportunity to partner with a leader who is at the forefront of HR innovation. My availability is limited due to the hands-on, customized approach I take with each organization.

Don’t delay in taking this step towards revolutionizing your organization’s HR capabilities and setting a new standard for workplace excellence!

Email us today at tara@notthehr lady.com or schedule time to talk at: calendly.com/notthehr lady